



Public Schools of North Carolina
State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

Third Grade Read to Achieve Teacher Bonus
Program for 2018-2019

Session Law 2017-57 (SB257)

Sections 8.8.C.(c), 9.7(c)

Date Due: March 15, 2020

Report #83 and #84

DPI Chronological Schedule, 2019-2020

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Summary of the Legislation

Appropriations Bill 2016-94 Section 9.7 appropriates \$10,000,000 for bonuses for third-grade reading teachers based on the Education Value-Added Assessment System (EVAAS) student growth index score for third-grade reading. The full text of the legislation can be found in Appendix A.

According to the EVAAS student growth index score for third- grade reading from the previous year, \$5,000,000 is allotted based on bonuses to licensed third-grade teachers who are in the top twenty-five percent (25%) of teachers in the State. These funds shall be allocated equally among qualifying teachers.

According to the EVAAS student growth index score for third-grade reading from the previous year, \$5,000,000 is allotted to pay bonuses to licensed third-grade teachers who are in the top twenty-five percent (25%) of teachers in their respective LEA. The funds shall be split proportionally based on average daily membership for each local school administrative unit and then distributed equally among qualifying teachers in each LEA.

The State-level bonus is calculated based on the total number of teachers eligible and the funds are distributed equally to the teachers.

The LEA-level bonus is first allocated to each LEA based on the average daily membership. These funds are then divided by the number of eligible teachers in the LEA. This results in a different bonus amount by LEA.

To be eligible the teacher must remain employed teaching in the same local school administrative unit at least from the school year the data is collected until the corresponding school year that the bonus is paid. LEAs are responsible for determining if teachers meet the eligibility requirements.

State Board of Education Policy

The full State Board of Education allotment policy related to this bonus is presented in Appendix B.

Distribution of Funds

The Department of Public Instruction (DPI) distributed the funds in January 2020 based on SBE policy to LEAs and charter schools. The distribution amounts are presented in Appendix C.

State-Level Bonus

The total number of teachers in the top 25%: 1,401

The total award per teacher: \$3,315

The allotment will include the teacher award plus social security. The award is not subject to retirement.

Total number of eligible teachers who qualified to receive the bonus: 1,263 (90.1%)

Total number of eligible teachers who did not qualify to receive the bonus: 138 (9.9%)

LEA-Level Bonus

The total number of teachers in the top 25% of their LEA: 1,316
The average award: \$3,414

The total number of eligible teachers who qualified for the LEA bonus: 1,199 (91.1%)

The total number of eligible teachers who did not qualify for the LEA bonus: 117 (8.9%)

The allotment will include the teacher award plus social security but is not subject to retirement.

The bonus is awarded based on average daily membership and then divided among eligible teachers.
The LEA Bonus was capped at \$3,500 for the 2018-19 school year.

Reporting Requirement

SECTION 8.8C.(c) SBE shall study the *effect of the bonuses awarded* pursuant to this section and Section 9.7 of SL 2016-94, as amended by Section 8.8B of this act, on teacher performance and retention. SBE shall report the results of its findings, the distribution of statewide bonuses as among LEAs, and the distribution of bonuses within LEAs as among individual schools to the Pres. Pro Tempore, the Speaker, JLEOC, and FRD by March 15, 2019. "SECTION 8.8C.(d) This section applies for bonuses awarded in Jan.2019 and 2020, based on data from the 2017-2018 and 2018-2019 school years, respectively.

SECTION 9.7.(c) SBE shall study the *effect of the program on teacher performance and retention*. SBE shall report the results of its findings, distribution of statewide bonuses as among local school administrative units, and the distribution of bonuses within local school administrative units as among individual schools to the President Pro Tempore, the House Speaker, JLEOC, and FRD on March 15 of each year.

Impact of the Read to Achieve Bonus on the Teaching Profession

This section of the report focuses on the relationship between qualifying for the Read to Achieve Reading Bonus and teacher effectiveness and retention. Given that data on teacher years of experience and mobility are not as complete as that of teachers in traditional public schools, this section will exclude charter school personnel who do not have sufficient data to be included in the analysis. This exclusion may result in inconsistencies in the total for some of the data tables.

Distribution of Qualifying Teachers

Given that the Read to Achieve Reading Bonus is in its third year, it is informative to examine how this bonus is distributed across the State in terms of teacher experience and geography. Any trends in the data that suggest a relationship between years of experience and/or a higher than expected concentration of highly-effective teachers in an LEA, could provide valuable information to the field about how best to support students in reading at grade level by the end of the third grade.

The table below shows the number of third-grade reading teachers in each category of experience and the percentage of that group that qualified for the third-grade reading bonus. If there was no relationship between teachers' years of experience and EVAAS growth, one would expect the number of teachers qualifying for the bonus to be approximately 25 percent of the teachers in each category of experience. Categories of teacher experience that show a statistically significant deviation (positive or negative) from the hypothesized mean of 0.25 are marked with an asterisk(s).

Table 1. Number and Percentage of Teachers Qualifying for the Read to Achieve Bonus by Years of Experience

	School Year 2017-18			School Year 2018-19		
	Total Number of Teachers	Number Qualifying for Bonus	Percentage	Total Number of Teachers	Number Qualifying for Bonus	Percentage
0-4 Years	1,688	362	21.5%***	1,546	310	20.1%***
5-9 Years	1,051	263	25.0%	1,128	285	25.3%
10-14 Years	991	250	25.2%	987	284	28.8%**
15-19 Years	724	203	28.0%*	736	230	31.3%***
20-24 Years	495	151	30.5%*	489	165	33.7%***
25-30 Years	252	88	34.9%*	245	94	38.4%***
>30 Years	70	21	30.0%	82	16	19.5%
Total	5,271	1,388		5,213	1,384	

* indicates statistical significance at the $p < 0.05$ level, ** indicates statistical significance at the $p < 0.01$ level, *** indicates statistical significance at the $p < 0.001$ level

Another approach to achieving grade-level proficiency for all students in the third grade is to move highly-effective reading teachers into K-2 positions. It is possible that successive years of exposure to highly-effective reading instruction could have a strong impact on reading proficiency rates in the third grade. Although such a strategy would preclude these teachers from qualifying for a Read to Achieve Bonus, it could have a positive effect on the goal of grade-level proficiency for all students in the third grade.

NCDPI also examined the difference in bonus allocation by LEA from the 2017-2018 school year to the 2018-2019 school year. If there are substantial changes in the number of teachers in an LEA from one year to the next, that might be suggestive of changes to instructional practices that yield better academic growth for students. Conversely, LEAs that show a substantial decline in the number of teachers qualifying for the bonus might indicate an LEA that is struggling to retain its most effective teachers. The data on the LEAs with the greatest positive shifts in the number of teachers receiving the bonus and the LEAs with the greatest negative shifts in the number of bonus recipients are presented in Table 2. We include only those LEAs that had five or more teachers qualifying for a state-wide bonus in the 2018-19 school year.

Table 2. Differences in Teachers Qualifying for the State-wide Bonus in LEAs with the Five Largest Declines and Gains from School Year 2017-2018 to School Year 2018-2019.¹

LEA	2017-18 School Year	2018-19 School Year	Loss/Gain from Prior Year	Percentage Loss/Gain from Prior Year
Cleveland County Schools	10	18	8	+80.0%
Lee County Schools	5	8	3	+60.0%
Henderson County Schools	14	22	8	+57.1%
Surry County Schools	11	17	6	+54.6%
Lincoln County Schools	8	12	4	+50.0%
Whiteville City Schools	5	1	-4	-80.0%
Dare County Schools	8	2	-6	-75.0%
Columbus County Schools	7	2	-5	-71.4%
Onslow County Schools	53	20	-33	-62.3%
Carteret County Public Schools	17	8	-9	-52.9%

¹ Schools with 5 or more qualifying teachers in the 2017-18 school year were included in this analysis.

Teacher Performance

As an initial approach to understanding the relationship between teacher performance and the third-grade reading bonus, NCDPI examined the number of teachers who qualified for the bonus in the 2017-2018 school year and qualified for the bonus in the following school year (for those teachers who taught third grade reading in both years). Of the 1,190 teachers who qualified for a bonus from the 2017-2018 EVAAS growth data and remained teaching third grade in the 2018-2019 school year, 497, or 41.8%, qualified for the bonus in the 2018-2019 school year. Of the teachers who did not qualify for the bonus in the 2017-2018 school year, nearly all those teachers (2,580, 97.6%) met, or exceeded, expected growth in the 2018-2019 school year. The fact that these teachers did not qualify for the bonus in the 2018-2019 school year does not suggest that they failed to improve; however, it is more indicative of the fact that small changes in EVAAS growth from one year to the next can have an impact on qualifying for the bonus in subsequent years. Only 8 teachers (0.7%) who qualified for the 2017-2018 bonus failed to meet expected growth in the 2018-2019 school year.

Measuring the improvement of the teaching force in North Carolina from one year to the next is a difficult endeavor. While the index value of a teacher's EVAAS score might contain information that the teacher is improving from one year to the next, it is known that fluctuations in a teacher's EVAAS index score across years are normal and expected. Currently the State has not established an amount of change in yearly EVAAS index score that can be defined as "improvement". It is even more difficult to attribute changes in a teacher's EVAAS index score to the bonus incentive program in a causal manner.

With these caveats being put forth, the State examined the difference in EVAAS growth index scores from the 2018-2019 school year to the EVAAS growth index scores from the 2017-2018 for teachers who received the bonus and those who did not receive the bonus. If teachers who received a bonus in the 2017-2018 school year showed an increase in EVAAS growth in the following school year that is measurably different from those who did not receive the bonus in the 2017-2018 school year, then one might infer some relationship between the bonus and improved teacher performance. The table below shows the difference in average EVAAS index scores between the 2017-2018 and 2018-2019 school years for teachers who qualified for, and did not qualify for, the third-grade reading bonus from the 2017-2018 school year.

Table 3. Difference in EVAAS Growth between the 2017-2018 and 2018-2019 School Years by Qualifying and Non-Qualifying Teachers.

	Total Number of Teachers	Average EVAAS Index for 2017-2018	Average EVAAS Index for 2018-2019	Difference (2019-2018)
Qualified for Bonus (2017-2018)	1,190	1.16	0.54	-0.62***
Did Not Qualify for Bonus (2017-2018)	2,644	-0.39	-0.01	0.38***

*** indicates statistical significance at the $p < 0.001$ level

On the surface, it appears that teachers who qualified for a bonus in the 2017-18 school year showed diminished effectiveness in the following school year (2018-19) and that those who did not receive the bonus in the 2017-18 school year showed increased effectiveness. One should bear in mind that, for large groups, there is a tendency for individuals to move toward the average. One should not infer that last year's high-performing teachers are getting less effective and that those who did not qualify for last year's bonus are becoming more effective. It is more appropriate to recognize that, over time, most teachers will demonstrate performance that is consistent with the average.

Teacher Retention

One of the articulated goals of the Read to Achieve Bonus is to increase retention among third-grade reading teachers in the State. NCDPI examined the retention and mobility rates for the 2018-2019 school year of teachers who qualified or did not qualify for a Read to Achieve Bonus in the 2017-2018 school year. The data are provided by years of experience in the table. Because the bonuses are announced and distributed in the middle of the following school year, NCDPI examined the mobility rates of teachers at the end of the 2018-2019 school year who received the bonus for performance in the 2017-2018 school year. Given that teachers of differing experience levels demonstrate different rates of attrition and mobility, it is necessary to compare the rate of attrition/mobility for teachers in the same experience category. The outcome of interest is the persistence in teaching 3rd grade reading regardless of attrition or mobility from the state; therefore, the data in the table demonstrate whether the teacher is in the same LEA and/or still teaching third grade in order to capture the intent of the retention strategy.

In Table 4, one can determine that teachers who qualified for the Read to Achieve Bonus in the 2017-18 school year remained in the LEA and/or remained teaching 3rd grade reading at higher percentages than those teachers who did not qualify for the bonus in the 2017-18 school year. Given that this is only the fourth year of implementation for the bonus program, it might be too early to appreciate any positive effects of the bonus on teacher retention. Successive years of bonus and retention/mobility data will provide the department with the ability to detect a possible effect of the bonus on teacher retention, controlling for the average mobility rates for teachers of a given level of experience. While a causal relationship between the bonus and better reading instruction can't be made, it is clear that greater years of experience are correlated with higher retention rates. The bonus may or may not be helping those who qualified for the bonus to be better reading instructors, but data suggest the prospect of the bonus could provide motivation to remain in the LEA and/or remain in third grade teaching reading. This could provide LEAs with teachers who qualify for the bonus and stay to provide a model of effective reading instruction for those with less experience and those who did not qualify for the bonus. Knowledge shared of effective reading instruction from those who qualified for the bonus paired with experience and higher retention rates could potentially improve reading outcomes and provide stability and persistence in third grade reading within LEAs.

Table 4. Retention/Mobility Rates (2018-2019 School Year) for Teachers Who Qualified, or Did Not Qualify, for a Read to Achieve Bonus (2017-2018 School Year) by Years of Experience.

Qualified for Bonus						Did Not Qualify for Bonus				
Years of Experience	Total Number of Teachers	Remained in LEA/3 rd Grade Reading		Moved from LEA/3 rd Grade Reading		Remained in LEA/3 rd Grade Reading		Moved from LEA/3 rd Grade Reading		% Difference in Retention Rate
		N	Percentage	N	Percentage	N	Percentage	N	Percentage	
0-4 Years	1,468	227	73.5%	82	26.5%	612	52.8%	547	47.2%	39.1%
5-9 Years	1,149	250	79.9%	63	29.1%	542	64.8%	294	35.2%	23.2%
10-14 Years	1,008	234	81.8%	52	18.2%	468	64.8%	254	35.2%	21.2%
15-19 Years	756	207	85.2%	36	14.8%	364	71.0%	149	29.0%	20.0%
20-24 Years	526	151	88.3%	20	11.7%	242	68.2%	113	31.8%	29.5%
25-30 Years	276	94	87.8%	13	12.2%	100	59.2%	69	40.8%	48.5%
30+ Years	103	27	79.4%	7	20.6%	40	58.0%	29	42.0%	36.7%
Total	5,286	1,190	82.3%	273	17.7%	2,368	62.7%	1,455	37.3%	31.3%

² Teachers who either left the LEA or were reassigned to a role other than 3rd grade reading are included in these numbers. The report does not distinguish between an employee or employer decision.

THIRD GRADE READ TO ACHIEVE TEACHER BONUS PROGRAM FOR 2018-2019

SECTION 8.8C.(a) It is the intent of the State to reward teacher performance and encourage student learning and improvement. To attain this goal, the Department of Public Instruction shall administer the Third Grade Read to Achieve Teacher Bonus Program (program) for the 2018-2019 fiscal year to qualifying teachers who have an Education Value-Added Assessment System (EVAAS) student growth index score for third grade reading from the previous school year, as follows:

- (1) For purposes of this section, the following definitions shall apply:
 - a. Eligible Teacher. – A teacher who meets one or both of the following criteria:
 1. Is in the top twenty-five percent (25%) of teachers in the State according to the EVAAS student growth index score for third grade reading from the previous school year.
 2. Is in the top twenty-five percent (25%) of teachers in the teacher's respective local school administrative unit according to the EVAAS student growth index score for third grade reading from the previous school year.
 - b. Qualifying Teacher. – An eligible teacher who remains teaching in the same local school administrative unit at least from the school year the data for the EVAAS student growth index score for third grade reading is collected until the school year a bonus provided under this subsection is paid.
- (2) Of the funds appropriated for this program, the sum of five million dollars (\$5,000,000) shall be allocated for bonuses to eligible teachers under sub-sub-subdivision (1)a.1. of this subsection. Funds appropriated for this purpose shall be distributed equally among qualifying teachers.
- (3) Of the funds appropriated for this program, the sum of five million dollars (\$5,000,000) shall be allocated for bonuses to eligible teachers under sub-sub-subdivision (1)a.2. of this subsection. Funds allocated for this bonus shall be divided proportionally based on average daily membership in third grade for each local school administrative unit and then distributed equally among qualifying teachers in each local school administrative unit, subject to the following conditions:
 - a. Teachers employed in charter schools, regional schools, and University of North Carolina laboratory schools are not eligible to receive a bonus under this subdivision.
 - b. Any qualifying teacher who taught in a local school administrative unit that employed in the previous school year three or fewer total third grade teachers shall receive a bonus under this subdivision if that teacher has an EVAAS student growth index score for third grade reading from the previous school year of exceeded expected growth.
- (4) Bonuses awarded pursuant to subdivisions (2) and (3) of this subsection are payable in January to qualifying teachers based on EVAAS student growth index score data from the previous school year.
- (5) A qualifying teacher may receive a bonus under both subdivisions (2) and (3) of this subsection.
- (6) The bonus or bonuses awarded to a qualifying teacher pursuant to this section shall be in addition to any regular wage or other bonus the teacher receives or is scheduled to receive.

- (7) A bonus awarded pursuant to either subdivision (2) or subdivision (3) of this subsection shall not exceed three thousand five hundred dollars (\$3,500) in any given school year. No teacher shall receive more than seven thousand dollars (\$7,000) in total bonus compensation for any given school year.

SECTION 8.8C.(b) Notwithstanding G.S. 135-1(7a), the bonuses awarded by this section are not compensation under Article 1 of Chapter 135 of the General Statutes, the Teachers' and State Employees' Retirement System.

SECTION 8.8C.(c) The State Board of Education shall study the effect of the bonuses awarded pursuant to this section and Section 9.7 of S.L. 2016-94, as amended by Section 8.8B of this act, on teacher performance and retention. The State Board shall report the results of its findings, the distribution of statewide bonuses as among local school administrative units, and the distribution of bonuses within local school administrative units as among individual schools to the President Pro Tempore of the Senate, the Speaker of the House of Representatives, the Joint Legislative Education Oversight Committee, and the Fiscal Research Division by March 15, 2019.

THIRD GRADE READTO ACHIEVE TEACHER BONUS

PROGRAM REPORT CODE: 046
 UNIFORM CHART OF ACCOUNTS CODE: XXXX-046-XXX
 STATUTORY REFERENCE: SL 2016-94, SL 2017-57, 2017-88

TYPE: Dollars

TERM: July 1, 2016 to June 30, 2020

PURPOSE: A program that provides funding to reward third-grade teachers with performance based bonuses.

ELIGIBILITY: Each LEA and public school is entitled to funding, based on their teachers Education Value-Added Assessment System (EVAAS) student growth index score for third-grade reading.

FORMULAS: The proportion stipulated in legislation is allotted based on bonuses to teachers who are in the top twenty-five percent (25%) of teachers in the state according to the EVAAS student growth index score for third grade reading from the previous year. These funds shall be allocated equally among qualifying teachers. The proportion stipulated in legislation is allotted to pay bonuses to teachers who are in the top twenty-five percent (25%) of teachers in their respective LEA according to the EVAAS student growth index score for third grade reading from the previous year. These funds shall be split proportionally based on average daily membership for each LEA and then distributed equally among qualifying teachers in each LEA. For 2017-18 only. Each LEA and charter school is allotted funds for teachers who would have received a bonus based on the 2015-16 test scores but for the restriction that required the teacher to be teaching third grade in 2016-17. The amount shall be \$3,500 per teacher for the LEA level bonus. For 2017-18 only. If an LEA and charter school paid a teacher based on the 2015-16 test score, an amount from local funds in lieu of the bonus the teacher would have received had they been teaching third grade, the LEA and charter school shall be allotted a reimbursement up to \$3,500 per teacher.

SPECIAL PROVISIONS:

1. Bonuses are payable in January to qualifying teachers who remain employed teaching in the same LEA or public school at least from the school year the data is collected until the corresponding school year that the bonus is paid.
2. Teachers employed in charter schools and regional schools are only eligible to receive the bonus if they are in the top 25% of teachers in the state. No allocation is made at the charter or regional school level.

3. Any teacher working in a LEA that employs three or fewer third grade teachers shall receive a bonus at the LEA level if that teacher has an EVAAS student growth index score for third grade reading from the previous school year that exceeds expected growth.
4. Teachers who qualify may receive bonuses at both the state and LEA level.
5. The compensation bonuses are not considered compensation for purposes of the Teachers' and State Employees' Retirement System.
6. Any unexpended funds from the state level bonus paid in January, due to ineligible teachers per legislation, will be reallocated to LEAs and public schools based on the eligible teachers who were paid the bonus in January. These teachers shall be paid an equal share of the reallocated funds. No funds shall revert to the State.

Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)

LEA Number	LEA Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
010	Alamance-Burlington Schools	86	22	25.6%	21	24.4%	43
020	Alexander County Schools	15	4	26.7%	6	40.0%	10
030	Alleghany County Schools	6	2	33.3%	4	66.7%	6
040	Anson County Schools	9	2	22.2%	7	77.8%	9
050	Ashe County Schools	14	4	28.6%	5	35.7%	9
060	Avery County Schools	6	2	33.3%	1	16.7%	3
070	Beaufort County Schools	26	7	26.9%	9	34.6%	16
080	Bertie County Schools	9	2	22.2%	3	33.3%	5
090	Bladen County Schools	17	4	23.5%	1	5.9%	5
100	Brunswick County Schools	33	8	24.2%	8	24.2%	16
110	Buncombe County Schools	104	26	25.0%	22	21.2%	48
111	Asheville City Schools	21	5	23.8%	1	4.8%	6

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Local Education Agencies (LEA)

LEA Number	LEA Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
120	Burke County Schools	46	12	26.1%	16	34.8%	28
130	Cabarrus County Schools	108	27	25.0%	34	31.5%	61
132	Kannapolis City Schools	20	5	25.0%	2	10.0%	7
140	Caldwell County Schools	41	10	24.4%	16	39.0%	26
150	Camden County Schools	4	1	25.0%	2	50.0%	3
160	Carteret County Public Schools	32	8	25.0%	9	28.1%	17
170	Caswell County Schools	10	3	30.0%	3	30.0%	6
180	Catawba County Schools	56	14	25.0%	11	19.6%	25
181	Hickory City Schools	17	4	23.5%	4	23.5%	8
182	Newton Conover City Schools	11	3	27.3%	2	18.2%	5
190	Chatham County Schools	33	8	24.2%	7	21.2%	15
200	Cherokee County Schools	11	3	27.3%	7	63.6%	10

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Local Education Agencies (LEA)

LEA Number	LEA Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
210	Edenton-Chowan Schools	8	2	25.0%	3	37.5%	5
220	Clay County Schools	5	1	20.0%	3	60.0%	4
230	Cleveland County Schools	55	14	25.5%	18	32.7%	32
240	Columbus County Schools	19	5	26.3%	2	10.5%	7
241	Whiteville City Schools	9	2	22.2%	1	11.1%	3
250	Craven County Schools	60	15	25.0%	20	33.3%	35
260	Cumberland County Schools	206	53	25.7%	60	29.1%	113
270	Currituck County Schools	16	4	25.0%	5	31.3%	9
280	Dare County Schools	19	5	26.3%	2	10.5%	7
290	Davidson County Schools	69	17	24.6%	12	17.4%	29
291	Lexington City Schools	12	3	25.0%	1	8.3%	4
292	Thomasville City Schools	9	2	22.2%	2	22.2%	4

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Local Education Agencies (LEA)

LEA Number	LEA Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
295	Innovative School District	2	0	0.0%	0	0.0%	0
300	Davie County Schools	21	5	23.8%	3	14.3%	8
310	Duplin County Schools	38	10	26.3%	4	10.5%	14
320	Durham Public Schools	125	31	24.8%	43	34.4%	74
330	Edgecombe County Public Schools	18	5	27.8%	1	5.6%	6
340	Winston Salem / Forsyth County Schools	212	54	25.5%	54	25.5%	108
350	Franklin County Schools	25	6	24.0%	6	24.0%	12
360	Gaston County Schools	122	31	25.4%	26	21.3%	57
370	Gates County Schools	3	0	0.0%	1	33.3%	1
380	Graham County Schools	5	1	20.0%	2	40.0%	3
390	Granville County Schools	27	7	25.9%	7	25.9%	14
400	Greene County Schools	12	3	25.0%	1	8.3%	4

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Local Education Agencies (LEA)

LEA Number	LEA Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
410	Guilford County Schools	243	62	25.5%	43	17.7%	105
420	Halifax County Schools	10	3	30.0%	4	40.0%	7
421	Roanoke Rapids City Schools	6	2	33.3%	0	0.0%	2
422	Weldon City Schools	2	0	0.0%	0	0.0%	0
430	Harnett County Schools	79	21	26.6%	12	15.2%	33
440	Haywood County Schools	28	7	25.0%	13	46.4%	20
450	Henderson County Schools	44	11	25.0%	22	50.0%	33
460	Hertford County Schools	7	2	28.6%	2	28.6%	4
470	Hoke County Schools	22	6	27.3%	7	31.8%	13
480	Hyde County Schools	3	0	0.0%	1	33.3%	1
490	Iredell-Statesville Schools	68	17	25.0%	11	16.2%	28
491	Mooreville Graded School District	22	6	27.3%	5	22.7%	11

Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)

LEA Number	LEA Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
500	Jackson County Public Schools	16	4	25.0%	0	0.0%	4
510	Johnston County Public Schools	122	31	25.4%	35	28.7%	66
520	Jones County Schools	5	1	20.0%	0	0.0%	1
530	Lee County Schools	36	9	25.0%	10	27.8%	19
540	Lenoir County Public Schools	33	8	24.2%	9	27.3%	17
550	Lincoln County Schools	43	11	25.6%	12	27.9%	23
560	Macon County Schools	18	5	27.8%	4	22.2%	9
570	Madison County Schools	9	2	22.2%	4	44.4%	6
580	Martin County Schools	12	3	25.0%	3	25.0%	6
590	McDowell County Schools	25	6	24.0%	7	28.0%	13
600	Charlotte-Mecklenburg Schools	481	121	25.2%	84	17.5%	205
610	Mitchell County Schools	7	2	28.6%	1	14.3%	3

Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)

LEA Number	LEA Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
620	Montgomery County Schools	14	4	28.6%	3	21.4%	7
630	Moore County Schools	39	10	25.6%	15	38.5%	25
640	Nash-Rocky Mount Schools	49	12	24.5%	4	8.2%	16
650	New Hanover County Schools	95	24	25.3%	14	14.7%	38
660	Northampton County Schools	3	0	0.0%	1	33.3%	1
670	Onslow County Schools	110	29	26.4%	23	20.9%	52
680	Orange County Schools	22	6	27.3%	6	27.3%	12
681	Chapel Hill-Carrboro City Schools	41	10	24.4%	9	22.0%	19
690	Pamlico County Schools	6	2	33.3%	1	16.7%	3
700	Elizabeth City-Pasquotank Public Schools	21	5	23.8%	7	33.3%	12
710	Pender County Schools	35	10	28.6%	16	45.7%	26
720	Perquimans County Schools	4	1	25.0%	1	25.0%	2

Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)

LEA Number	LEA Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
730	Person County Schools	20	5	25.0%	9	45.0%	14
740	Pitt County Schools	96	24	25.0%	32	33.3%	56
750	Polk County Schools	8	2	25.0%	5	62.5%	7
760	Randolph County School System	69	17	24.6%	17	24.6%	34
761	Asheboro City Schools	21	5	23.8%	4	19.0%	9
770	Richmond County Schools	13	3	23.1%	5	38.5%	8
780	Public Schools of Robeson County	93	23	24.7%	18	19.4%	41
790	Rockingham County Schools	46	12	26.1%	6	13.0%	18
800	Rowan-Salisbury Schools	65	17	26.2%	5	7.7%	22
810	Rutherford County Schools	29	7	24.1%	17	58.6%	24
820	Sampson County Schools	20	5	25.0%	5	25.0%	10
821	Clinton City Schools	8	2	25.0%	7	87.5%	9

Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)

LEA Number	LEA Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
830	Scotland County Schools	16	4	25.0%	4	25.0%	8
840	Stanly County Schools	24	6	25.0%	9	37.5%	15
850	Stokes County Schools	23	7	30.4%	10	43.5%	17
860	Surry County Schools	29	7	24.1%	17	58.6%	24
861	Elkin City Schools	5	1	20.0%	2	40.0%	3
862	Mount Airy City Schools	7	3	42.9%	0	0.0%	3
870	Swain County Schools	8	2	25.0%	4	50.0%	6
880	Transylvania County Schools	12	3	25.0%	4	33.3%	7
890	Tyrrell County Schools	2	0	0.0%	1	50.0%	1
900	Union County Public Schools	160	40	25.0%	57	35.6%	97
910	Vance County Schools	17	4	23.5%	5	29.4%	9
920	Wake County Schools	600	150	25.0%	128	21.3%	278

Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)

LEA Number	LEA Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
930	Warren County Schools	9	2	22.2%	1	11.1%	3
940	Washington County Schools	5	1	20.0%	2	40.0%	3
950	Watauga County Schools	17	4	23.5%	6	35.3%	10
960	Wayne County Public Schools	73	18	24.7%	10	13.7%	28
970	Wilkes County Schools	32	8	25.0%	15	46.9%	23
980	Wilson County Schools	43	11	25.6%	13	30.2%	24
990	Yadkin County Schools	22	6	27.3%	8	36.4%	14
995	Yancey County Schools	9	2	22.2%	3	33.3%	5

Charter Schools:

Charter Number	Charter School Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
00A	North Carolina Cyber Academy	2	0	0.0%	0	0.0%	0
00B	NC Virtual Academy	2	0	0.0%	0	0.0%	0
01B	River Mill Academy	3	0	0.0%	0	0.0%	0
01C	Clover Garden	1	0	0.0%	0	0.0%	0
06B	Marjorie Williams Academy	1	0	0.0%	0	0.0%	0
07A	Washington Montessori	4	0	0.0%	1	25.0%	1
09B	Emereau: Bladen	3	0	0.0%	0	0.0%	0
10A	Charter Day School	4	0	0.0%	2	50.0%	2
10B	South Brunswick Charter	2	0	0.0%	0	0.0%	0
11A	Evergreen Community Charter	2	0	0.0%	0	0.0%	0
11B	ArtSpace Charter School	2	0	0.0%	2	100.0%	2
11C	IC Imagine	5	0	0.0%	2	40.0%	2
11K	Francine Delany New School	1	0	0.0%	1	100.0%	1
12A	New Dimensions	1	0	0.0%	0	0.0%	0
13A	Carolina International School	3	0	0.0%	1	33.3%	1

Charter Number	Charter School Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
13B	Cabarrus Charter Academy	5	0	0.0%	0	0.0%	0
13C	A.C.E. Academy	2	0	0.0%	0	0.0%	0
13D	Concord Lake STEAM Academy	3	0	0.0%	0	0.0%	0
16B	Tiller School	1	0	0.0%	0	0.0%	0
19A	Chatham Charter	2	0	0.0%	1	50.0%	1
19B	Woods Charter	2	0	0.0%	0	0.0%	0
19C	Willow Oak Montessori	3	0	0.0%	0	0.0%	0
20A	The Learning Center	1	0	0.0%	0	0.0%	0
23A	Pinnacle Classical Academy	4	0	0.0%	1	25.0%	1
24N	Columbus Charter School	3	0	0.0%	0	0.0%	0
26B	Alpha Academy	3	0	0.0%	0	0.0%	0
26C	The Capitol Encore Academy	1	0	0.0%	0	0.0%	0
29A	Davidson Charter Academy	2	0	0.0%	0	0.0%	0
32A	Maureen Joy Charter School	3	0	0.0%	1	33.3%	1
32B	Healthy Start Academy	3	0	0.0%	0	0.0%	0
32C	Carter Community Charter	1	0	0.0%	0	0.0%	0

Charter Number	Charter School Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
32D	Kestrel Heights School	3	0	0.0%	1	33.3%	1
32H	Research Triangle Charter	1	0	0.0%	1	100.0%	1
32K	Central Park School For Child	4	0	0.0%	2	50.0%	2
32L	Voyager Academy	5	0	0.0%	0	0.0%	0
32M	Global Scholars Academy	1	0	0.0%	0	0.0%	0
32P	The Institute Development Young Leaders	2	0	0.0%	0	0.0%	0
32Q	Reaching All Minds Academy	2	0	0.0%	0	0.0%	0
32R	Excelsior Classical Academy	4	0	0.0%	0	0.0%	0
33A	North East Carolina Prep	2	0	0.0%	0	0.0%	0
34B	Quality Education Academy	1	0	0.0%	0	0.0%	0
34D	Carter G. Woodson School	2	0	0.0%	1	50.0%	1
34F	Forsyth Academy	3	0	0.0%	1	33.3%	1
34G	The Arts Based School	3	0	0.0%	1	33.3%	1
34H	NC Leadership Charter Academy	3	0	0.0%	0	0.0%	0
34Z	Academy Middle Fork	3	0	0.0%	0	0.0%	0
35A	Crosscreek Charter School	2	0	0.0%	0	0.0%	0

Charter Number	Charter School Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
35B	Youngsville Academy	3	0	0.0%	0	0.0%	0
36B	Piedmont Community Charter School	4	0	0.0%	2	50.0%	2
36C	Mountain Island Charter School	4	0	0.0%	1	25.0%	1
39A	Falls Lake Academy	4	0	0.0%	3	75.0%	3
41B	Greensboro Academy	3	0	0.0%	2	66.7%	2
41C	Guilford Preparatory Academy	1	0	0.0%	0	0.0%	0
41D	Phoenix Academy	5	0	0.0%	3	60.0%	3
41F	Triad Math and Science Academy	4	0	0.0%	0	0.0%	0
41G	Cornerstone Charter Academy-CFA	4	0	0.0%	3	75.0%	3
41H	College Prep and Leadership Academy	4	0	0.0%	0	0.0%	0
41J	Summerfield Charter Academy	3	0	0.0%	2	66.7%	2
41L	Gate City Charter	3	0	0.0%	0	0.0%	0
41N	The Experiential School of Greensboro	2	0	0.0%	0	0.0%	0
43C	Anderson Creek Academy	1	0	0.0%	0	0.0%	0
44A	Shining Rock Classical Academy: CFA	2	0	0.0%	2	100.0%	2
45A	The Mountain Community Sch	1	0	0.0%	0	0.0%	0

Charter Number	Charter School Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
45B	FernLeaf Community Charter School	2	0	0.0%	2	100.0%	2
49B	American Renaissance School	3	0	0.0%	2	66.7%	2
49D	Success Institute Charter	1	0	0.0%	1	100.0%	1
49E	Pine Lake Preparatory	5	0	0.0%	0	0.0%	0
49F	Langtree Charter Academy	8	0	0.0%	0	0.0%	0
49G	Iredell Charter Academy	3	0	0.0%	0	0.0%	0
50A	Summit Charter	1	0	0.0%	0	0.0%	0
51A	Neuse Charter School	1	0	0.0%	1	100.0%	1
51B	Johnston Charter Academy	1	0	0.0%	0	0.0%	0
54A	Children's Village Academy	1	0	0.0%	0	0.0%	0
55A	Lincoln Charter School	6	0	0.0%	1	16.7%	1
60B	Sugar Creek Charter	3	0	0.0%	0	0.0%	0
60D	Lake Norman Charter	2	0	0.0%	2	100.0%	2
60F	Metrolina Reg Scholars Academy	1	0	0.0%	0	0.0%	0
60G	Queen's Grant Community School	3	0	0.0%	1	33.3%	1
60I	Community School of Davidson	4	0	0.0%	1	25.0%	1

Charter Number	Charter School Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
60J	Socrates Academy	2	0	0.0%	2	100.0%	2
60M	Corvian Community School	4	0	0.0%	1	25.0%	1
60N	Aristotle Preparatory Academy	1	0	0.0%	1	100.0%	1
60P	Eastside STREAM Academy	1	0	0.0%	0	0.0%	0
60Q	Invest Collegiate Transform	3	0	0.0%	0	0.0%	0
60S	Bradford Preparatory School	5	0	0.0%	0	0.0%	0
60Y	Pioneer Springs Community School	2	0	0.0%	2	100.0%	2
61K	United Community School	2	0	0.0%	2	100.0%	2
61M	Charlotte Lab School	3	0	0.0%	1	33.3%	1
61N	Queen City STEM School	3	0	0.0%	1	33.3%	1
61P	VERITAS Community School, CFA	2	0	0.0%	0	0.0%	0
61Q	Mallard Creek STEM Academy	4	0	0.0%	1	25.0%	1
61R	Matthews Charter Academy	3	0	0.0%	1	33.3%	1
61S	Unity Classical Charter	1	0	0.0%	0	0.0%	0
61T	Movement Charter School	3	0	0.0%	0	0.0%	0
61W	East Voyager Academy of Charlotte	1	0	0.0%	1	100.0%	1

Charter Number	Charter School Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
61X	Mountain Island Day Community Charter	2	0	0.0%	2	100.0%	2
63A	The Academy of Moore County	2	0	0.0%	2	100.0%	2
64A	Rocky Mount Preparatory	4	0	0.0%	0	0.0%	0
65A	Cape Fear Center for Inquiry	2	0	0.0%	1	50.0%	1
65B	Wilmington Preparatory Academy	1	0	0.0%	0	0.0%	0
65C	Douglass Academy	1	0	0.0%	0	0.0%	0
65D	Island Montessori Charter School	3	0	0.0%	0	0.0%	0
65F	Coastal Preparatory Academy	3	0	0.0%	1	33.3%	1
65Z	D.C. Virgo Preparatory Academy	1	0	0.0%	0	0.0%	0
66A	KIPP Gaston College Preparatory	2	0	0.0%	0	0.0%	0
67B	Z.E.C.A. School of Arts and Technology	1	0	0.0%	0	0.0%	0
68A	Eno River Academy	2	0	0.0%	1	50.0%	1
68C	The Expedition School	4	0	0.0%	3	75.0%	3
69A	Arapahoe Charter School	3	0	0.0%	1	33.3%	1
73A	Bethel Hill Charter	4	0	0.0%	2	50.0%	2
74B	Ignite Innovation Academy - Pitt	1	0	0.0%	0	0.0%	0

Charter Number	Charter School Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
74C	Winterville Charter Academy	1	0	0.0%	1	100.0%	1
74Z	East Carolina Community School	1	0	0.0%	0	0.0%	0
76A	Uwharrie Charter Academy	4	0	0.0%	0	0.0%	0
78B	Southeastern Academy	1	0	0.0%	1	100.0%	1
79Z	Moss Street Partnership School	2	0	0.0%	0	0.0%	0
80B	Essie Mae Kiser Foxx Charter	1	0	0.0%	0	0.0%	0
81A	Thomas Jefferson Class Academy	5	0	0.0%	0	0.0%	0
81B	Lake Lure Classical Academy	2	0	0.0%	2	100.0%	2
86T	Millennium Charter Academy	4	0	0.0%	0	0.0%	0
88A	Brevard Academy	2	0	0.0%	1	50.0%	1
90A	Union Academy	4	0	0.0%	1	25.0%	1
90B	Union Day School	3	0	0.0%	0	0.0%	0
90C	Union Prep Academy at Indian Trail	4	0	0.0%	3	75.0%	3
91A	Vance Charter School	1	0	0.0%	1	100.0%	1
92B	The Exploris School	2	0	0.0%	0	0.0%	0
92D	Magellan Charter	2	0	0.0%	2	100.0%	2

Charter Number	Charter School Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
92E	Sterling Montessori Academy	7	0	0.0%	1	14.3%	1
92F	Franklin Academy	5	0	0.0%	2	40.0%	2
92G	East Wake Academy	2	0	0.0%	2	100.0%	2
92L	Torchlight Academy	1	0	0.0%	1	100.0%	1
92M	PreEminent Charter	1	0	0.0%	1	100.0%	1
92N	Quest Academy	1	0	0.0%	1	100.0%	1
92Q	Hope Charter Leadership Academy	1	0	0.0%	0	0.0%	0
92R	Casa Esperanza Montessori Charter School	5	0	0.0%	3	60.0%	3
92S	Endeavor Charter School	1	0	0.0%	0	0.0%	0
92T	Triangle Math and Science Academy	3	0	0.0%	2	66.7%	2
92V	Wake Forest Charter Academy	3	0	0.0%	1	33.3%	1
92W	Cardinal Charter Academy	5	0	0.0%	0	0.0%	0
92Y	Envision Science Academy	1	0	0.0%	1	100.0%	1
93A	Haliwa-Saponi Tribal School	1	0	0.0%	0	0.0%	0
93J	PAVE Southeast Raleigh Charter	4	0	0.0%	0	0.0%	0
93M	Peak Charter Academy	1	0	0.0%	1	100.0%	1

Charter Number	Charter School Name	Total Number of 3rd Grade Teachers in LEA	LEA Bonus Eligible	%	State Bonus Eligible	%	Total
93N	Pine Springs Preparatory Academy	3	0	0.0%	1	33.3%	1
93P	Rolesville Charter Academy	3	0	0.0%	1	33.3%	1
93R	Raleigh Oak Charter	2	0	0.0%	0	0.0%	0
95A	Two Rivers Community School	1	0	0.0%	0	0.0%	0
96C	Dillard Academy	1	0	0.0%	1	100.0%	1
96F	Wayne Preparatory Academy	1	0	0.0%	0	0.0%	0
97D	Bridges Academy	1	0	0.0%	0	0.0%	0
98A	Sallie B Howard School	5	0	0.0%	0	0.0%	0
98B	Wilson Preparatory Academy	1	0	0.0%	0	0.0%	0